

## STATE PERSONNEL SYSTEM HIGHLIGHTS

	Statewide	Higher Education	General Government
Number of State Personnel System Employees*	31,436	9,514	21,922
Average Age of State Personnel System Employees	45.6	46.5	45.2
Average Length of Service of State Personnel System Employees	9.7	9.9	9.7
Average Annual Salary of State Personnel System Employees	\$45,268	\$38,438	\$48,457
Percent Minorities of State Personnel System Employees	25.8%	26.8%	25.3%
Percent Females of State Personnel System Employees	48.9%	56.1%	39.5%
Percent of State Personnel System Employees Eligible to Retire within the Next Five Years **	28.2%	30.1%	27.5%
Annual Turnover Rate (FY 02-03)***	11.4%	12.1%	11.2%
Full-Time, Non-State Personnel System Employees****	18,593	15,334	3,259
Part-Time, Non-State Personnel System Employees	33,601	32,028	1,573
Employees Eligible for Benefits (6/2004) *****	36,062	9,815	26,247
Employees Enrolled in Medical Benefits (6/2004)	23,478	4,826	18,652
Employees Enrolled for Dental Benefits (6/2004)	28,732	5,965	22,767

**\* Definition of an employee of the state personnel system:**

- Often referred to as "a state classified employee" or a "civil service employee";
- Works in the state personnel system;
- Permanent full-time or part-time employee;
- Does not include higher education faculty;
- Does not include higher education professional staff/administrators;
- Does not include legislative or judicial staff; and,
- Does not include temporary/contingent employees.

**\*\* Retirement data is updated annually.**

**\*\*\* This information will be updated in the Annual Workforce Report scheduled for publication in October 2004. Definition of turnover for employees in the state personnel system:**

- Employee initiated separations;
- Employer initiated separations;
- Layoffs;
- Retirements;
- Deaths, and;
- Does not include employees who transfer from one department to another.

**\*\*\*\* Data provided for non-state personnel system employees is derived from a file compiled by the Payroll Unit of the Department of Personnel & Administration called, "PAYCHECK REPORT" May FY 2004. This report is generated from the CPPS payroll system, which pays state employees. It is a snapshot of the number of checks that were issued to state employees. It should be noted that this data might not be all-inclusive of all employees paid by the State of Colorado because only those employees paid through the CPPS system are included. It should also be noted that this data could include duplication as some individuals may receive more than one paycheck in a month, i.e., for a discretionary pay differential. This data may also include temporary employees.**

**\*\*\*\*\* Benefits:**

- Benefits information is gathered and summarized by higher education and non-higher education institutions, derived from an internal report from the DPA/DHR Benefits Unit. Report name: "Sum 102: Counts of Benefits Enrollments by Org ID" and "Sum 109: Detailed Eligibility Summary by Org ID."
- Only permanent employees are eligible for benefits.
- Temporary employees are not eligible for benefits.
- Note that information includes non-state personnel system employees who are not in higher education, such as judicial and legislative employees, and executive directors.
- New hires are not eligible for benefits until the first month after hire.
- Data do include employees who may have been terminated up to one month prior to termination.

## HIGHLIGHTS BY GENERAL GOVERNMENT DEPARTMENT & HIGHER EDUCATION INSTITUTION

Department	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Dept Of Agriculture	230	\$49,144	47.6	12.3
Dept Of Corrections	5,469	\$46,320	43.8	7.8
Dept Of Education	159	\$40,227	46.6	9.7
Dept Of Health Care Policy & Finance	194	\$56,995	44.5	5.7
Dept Of Human Services	5,068	\$43,587	45.4	9.4
Dept Of Labor & Employment	1,101	\$50,271	47.7	10.4
Dept Of Law	132	\$48,606	47.4	9.2
Dept Of Local Affairs	155	\$57,325	47.2	9.3
Dept Of Military & Veterans Affairs	101	\$46,265	48.8	6.8
Dept Of Natural Resources	1,370	\$55,238	45.3	12.0
Dept Of Personnel & Administration	509	\$52,180	46.3	11.0
Dept Of Public Health & Environment	1,086	\$59,099	46.1	9.9
Dept Of Public Safety	1,232	\$53,349	40.7	10.1
Dept Of Regulatory Agencies	490	\$58,002	48.3	10.5
Dept Of Revenue	1,367	\$47,770	46.7	11.2
Dept Of State	108	\$45,671	43.6	5.9
Dept Of Transportation	3,072	\$48,346	46.1	11.2
Dept Of Treasury	24	\$54,470	44.9	8.2
Governor's Office	4	\$65,676	47.8	13.9
State Auditor's Office	51	\$60,413	37.5	6.0

ALL DEPARTMENTS	21,922	\$48,457	45.2	9.7
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Institution	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Colorado Commission On Higher Education	4	\$38,898	51.9	18.1
Colorado Historical Society	39	\$36,383	45.7	10.4
Colorado Student Loan Program	75	\$40,201	48.4	10.3
Adams State College	109	\$31,724	44.2	9.4
Arapahoe Community College	107	\$34,263	46.3	7.2
Auraria Higher Education Center	259	\$35,570	46.6	9.7
Colorado Community College System	115	\$45,398	45.8	10.5
Colorado Northwestern Community College	35	\$31,717	43.3	9.3
Colorado School Of Mines	249	\$41,673	47.5	8.9
Colorado State University	2,180	\$37,631	46.9	10.8
Colorado State University - Pueblo	122	\$37,487	48.1	13.9
Community College Of Aurora	49	\$35,682	47.1	8.8
Community College Of Denver	42	\$39,459	44.3	10.2
Fort Lewis College	163	\$36,835	47.0	8.8
Front Range Community College	224	\$32,918	46.4	6.9
Lamar Community College	20	\$30,008	50.4	10.3
Mesa State College	114	\$31,225	47.9	7.0
Metropolitan State College Of Denver	224	\$43,730	46.0	11.3
Morgan Community College	21	\$30,334	45.7	7.2
Northeastern Junior College	50	\$29,627	51.2	11.6
Otero Junior College	31	\$29,337	45.5	12.8
Pikes Peak Community College	218	\$36,226	43.9	7.9
Red Rocks Community College	99	\$34,653	45.8	7.9
Trinidad State Junior College	44	\$33,133	50.0	16.2
Pueblo Community College	102	\$31,903	47.0	9.2
University of Colorado	4,215	\$40,254	46.3	9.6
University Of Northern Colorado	532	\$36,319	47.4	10.9
Western State College	72	\$36,962	46.1	11.5

ALL INSTITUTIONS	9,514	\$38,438	46.5	9.9
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Statewide					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	5,068	16.1%	\$33,496	46.9	9.4
Enforcement and Protective Services	5,800	18.5%	\$46,891	41.8	8.0
Financial Services	1,807	5.7%	\$49,160	46.1	10.4
Health Care Services	3,338	10.6%	\$41,796	45.3	8.0
Labor, Trades, and Crafts	5,362	17.1%	\$33,510	46.5	9.2
Medical	46	0.1%	\$117,356	51.4	7.2
Physical Sciences and Engineering	1,927	6.1%	\$64,994	46.1	12.2
Professional Services	7,856	25.0%	\$55,667	46.7	11.7
Teacher	232	0.7%	\$44,241	46.7	7.5

By Department					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,329	10.6%	\$34,097	45.8	9.0
Enforcement and Protective Services	5,636	25.7%	\$46,728	41.8	8.0
Financial Services	1,121	5.1%	\$54,849	46.1	11.0
Health Care Services	2,827	12.9%	\$42,366	45.5	7.9
Labor, Trades, and Crafts	2,727	12.4%	\$36,698	46.5	9.4
Medical	46	0.2%	\$117,356	51.4	7.2
Physical Sciences and Engineering	1,615	7.4%	\$66,760	45.8	12.5
Professional Services	5,456	24.9%	\$57,955	47.0	11.7
Teacher	165	0.8%	\$53,035	49.6	9.1

By Institution					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,739	28.8%	\$32,985	47.9	9.7
Enforcement and Protective Services	164	1.7%	\$52,497	41.2	9.9
Financial Services	686	7.2%	\$39,863	46.1	9.3
Health Care Services	511	5.4%	\$38,641	44.4	8.2
Labor, Trades, and Crafts	2,635	27.7%	\$30,210	46.4	8.9
Medical	0	0.0%	na	na	na
Physical Sciences and Engineering	312	3.3%	\$55,851	47.3	10.9
Professional Services	2,400	25.2%	\$50,464	46.1	11.7
Teacher	67	0.7%	\$22,584	39.5	3.8

Statewide					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	15,383	48.9%	\$42,469	46.0	9.6
Male	16,053	51.1%	\$48,257	45.2	9.8

By Department					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	9,629	43.9%	\$45,770	45.3	9.2
Male	12,293	56.1%	\$50,561	45.1	10.0

By Institution					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	5,754	60.5%	\$36,945	47.3	10.3
Male	3,760	39.5%	\$40,723	45.3	9.3

Statewide					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	357	1.1%	\$42,287	45.3	8.9
Asian	694	2.2%	\$43,401	44.7	9.8
Black	1,564	5.0%	\$41,390	44.8	8.5
Hispanic or Latino	5,317	16.9%	\$39,630	43.8	9.7
Native Hawaiian or Pacific Islander	171	0.5%	\$36,685	42.5	2.5
White, Non-Hispanic	23,333	74.2%	\$47,188	46.1	9.9

By Department					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	244	1.1%	\$45,401	45.0	9.3
Asian	351	1.6%	\$52,002	44.0	9.7
Black	1,182	5.4%	\$43,547	44.5	8.3
Hispanic or Latino	3,765	17.2%	\$42,476	43.4	9.6
Native Hawaiian or Pacific Islander	7	0.0%	\$51,939	43.0	5.6
White, Non-Hispanic	16,373	74.7%	\$50,155	45.7	9.8

By Institution					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	113	1.2%	\$35,564	45.9	8.0
Asian	343	3.6%	\$34,599	45.5	9.9
Black	382	4.0%	\$34,716	45.7	9.0
Hispanic or Latino	1,552	16.3%	\$32,727	44.6	9.7
Native Hawaiian or Pacific Islander	164	1.7%	\$36,034	42.4	2.4
White, Non-Hispanic	6,960	73.2%	\$40,209	47.2	10.2